

STATE BOARD OF EDUCATION
Update
February 16, 2017

SUBJECT: K-12 Public Schools – Superintendent Puletti, on behalf of the Florida
Association of District School Superintendents

PROPOSED BOARD ACTION

N/A

AUTHORITY FOR STATE BOARD ACTION

N/A

EXECUTIVE SUMMARY

An update will be provided by Superintendent Paul Puletti, Hendry County Public Schools on issues relating to K-12 education initiatives.

Supporting Documentation Included: Talking Points

Facilitator/Presenter: Paul Puletti, Superintendent, Hendry County Public Schools

Florida Association of District School Superintendents

Comments

Paul Puletti

Hendry County Superintendent

State Board of Education

Alachua County School Board Office

February 16, 2017 – 9:00 a.m.

Introductions/Welcome

Good morning. On behalf of the school superintendents in the State of Florida, thank you for allowing us time to highlight some of the great things happening in our public schools.

Hendry County School District

Reducing Out-of-School-Suspensions and Improving Student Outcomes

Concerns that Caused Hendry Schools to Change:

- Loss of academic time
- Disproportionality among African American students and Students with Disabilities
- Impact on dropout rate
- Impact on culture, climate, and school environment
- Lingering Office of Civil Rights issue
- What do we do with students after Zero Tolerance debt is paid?

Hendry Schools utilized state projects for support on an ongoing basis, particularly Positive Behavior Systems and Response to Intervention, as well as SEDNET and MTSS/RtI project.

Review the Data

OSS days – 4,024 days in 13-14

OSS days – 3,825 days in 14-15

OSS days – 1,941 days in 15-16

1,549 incidents resulting in OSS in 13-14

1,591 incidents resulting in OSS in 14-15

791 incidents resulting in OSS in 15-16

Focused our Goals

- Focused and aligned our work toward reducing suspensions and improving school climate
- Established a common goal and developed a single district action plan to reach it
- Aligned material, fiscal, and human resources to reach that goal

Select and Implement Shared Practices

- Delivered baseline professional development (Trauma Informed Care, Youth Mental Health First Aid, and nonviolent Crisis Prevention Intervention – all under the umbrella of Restorative Practices).
- Built common language and common understanding
- Implemented a system-wide process for standardized responses to behavior
- Established procedures for accessing additional support for high-needs students (behavior specialist or targeted professional development)

Implement Deeply

- Seek assistance from support networks
- Meet regularly with District Discipline Leadership and school based teams (including all deans) to problem solve, plan and discuss
- Hold all staff accountable
- Continue to provide professional development to increase staff awareness

Teacher Recruitment and Retention

Hendry Schools has implemented several strategies to address teacher recruitment and retention.

- Implemented contract language to pay bonuses for teachers to teach in low performing schools.
- Pay bonuses for critical needs areas as defined by the district and the state.
- Established a goal of a \$40,000 starting salary (starting salary is currently \$38,000).
- Sending a recruitment team to the Midwest to hire teachers for Hendry Schools.